

Comptroller Civilian Career Program (CP 11) 2001 Strategic Plan



GROW PEOPLE

This Comptroller Civilian Career Program Strategic Plan updates actions underway to accommodate changing needs of the Army. A highly retirement-eligible workforce and heightened reliance on both private-sector sources and information technology will pose significant challenges for all careerists. We will face a serious turnover and succession crisis in the next decade, as members of the baby-boom generation become eligible to retire. We must continually refocus our effort to maintain the world class career program we have, in order to meet and handle future challenges. Comptroller careerists comprise three percent of the total Army civilian workforce and provide key services and products to our decision makers. We must keep building on our core competencies and enlarging our capabilities, as we have been over the last two years.

Today's Comptroller careerists are already working to become multi-functional and multi-dimensional—capable of handling increasingly diverse situations with confidence and skill. We are seeing the first results of capitalizing and investing in the skills of our present workforce. We are publicizing opportunities to expand our capability by accepting developmental assignments, attending various training programs, and furthering education. We now have a Comptroller Accreditation Program that lays down a focused blueprint for professionally enhancing our workforce. Versatility and flexibility remain key to our future success.

The Financial Management Redesign effort is now manifested in a companion ASA(FM&C) Strategic Plan, which operates in tandem with this CP 11 plan. The centerpiece vision of both plans is a workforce of multi-disciplined Financial Analysts with broad skills, divergent experiences, and comprehensive training. Key to realizing the objective vision is a unified focus on the future, from both field and headquarters perspectives.

We are making notable progress in the key areas of Workforce Proficiency, Succession Planning, and Skill Composition of the Workforce. Our plan for concentrating efforts to improve Customer Satisfaction is taking shape through the ASA(FM&C) Strategic Plan. Each of these areas is essential to accomplishing our mission. However, as we have seen so far, none of these are easy actions to complete, and no single person can expect to get them done alone. I expect each senior leader, supervisor and careerist to stay personally involved and committed to our vision.

/signed 11-8-00 by Hon. McCoy/

Helen T. McCoy
Assistant Secretary of the Army
(Financial Management and Comptroller)



**Message
from the
Assistant
Secretary
of the Army
(Financial
Management &
Comptroller)**

The Comptroller Civilian Career Program Executive Council -- Wholeheartedly Supports the Plan



Erin J. Olmes
Principal Deputy Assistant Secretary
(Financial Management & Comptroller)
HQDA



Francis E. Reardon
The Auditor General
HQDA



Robert W. Raynsford
Acting Deputy Assistant Secretary
Resource Analysis, Business Practices
HQDA



Robert W. Young
Deputy for Cost Analysis
HQDA



Janet C. Menig
Deputy Assistant Chief of Staff
for Installation Management
HQDA



Ernest J. Gregory
Deputy Assistant Secretary
Financial Operations
HQDA



Craig E. College
Deputy Director
Program Analysis & Evaluation
HQDA



John R. Kohler
Assistant Deputy Assistant Secretary
Budget
HQDA

Comptroller Civilian Career Program Our Mission -- What We Do

Our mission is to provide professional resource managers who support the full spectrum of Army operations and deliver pertinent, timely, and reliable information and advice to decision makers.

Vision -- Where We Are Going

We share a vision as a Worldwide Team of Professionals who are:

- ✓ Motivated to pursue the path to excellence through continuous improvement in all that we do;
- ✓ Empowered to think globally and act locally as we address the true needs of our Army;
- ✓ Inspired to provide our customers with information, products, and service so outstanding that we will be the premier supplier.

Our Guiding Principles....

Professional Development

Develop a technically competent and confident workforce that is visionary in its approach to resource management issues, concepts, and daily operations, and that is committed to providing responsive, innovative, and professional services and products to the customer.

Quality

Recruit a professional workforce focused on providing efficient and effective services and products to the customer.

Retain our workforce by offering them professional educational and career enhancing opportunities and by providing them with a quality work environment.



Barbara A. Leiby
Deputy Chief of Staff for
Resource Management
HQ AMC



Vicky L. Jefferis
Deputy Chief of Staff for
Resource Management
HQ FORSCOM



Robert J. Jefferis
Assistant Deputy Chief of Staff for
Resource Management
HQ TRADOC



Stephen Coakley
Deputy Chief of Staff for
Resource Management
HQ USACE



William H. Campbell III
Deputy Chief of Staff for
Resource Management
HQ USAREUR



Karol A. Kennedy
Deputy Comptroller
OCAR



Wayne A. Davis
Deputy Assistant Chief of Staff
Resource Management
HQ EUSA



Howard Y. Manwiller, Jr.
Financial Manager
Army Comptroller Division
NGB



James M. Philpott
Assistant Deputy Chief of Staff
for Resource Management
HQ USARPAC

The Plan -- How We Will Succeed

Implementing the Vision

I. WORKFORCE PROFICIENCY

Performance Measures: Number & percentage of individuals, by grade, who meet the requirements in the ACTEDS Plan.

Strategic Objective 1. *By 2010, all careerists selected for CP 11 positions will have met the minimum required education, government training and certification level standards described in the Spring 2000 ACTEDS Plan.*

a. By **2002**, all careerists selected for GS-14 and higher CP 11 positions will have earned a four-year undergraduate degree, completed mandatory government training and obtained required level certification as described in the Spring 2000 ACTEDS Plan.

b. By **2005**, all careerists selected for GS-15 and higher CP 11 positions will have earned a graduate degree, completed mandatory government training and obtained required level certification as described in the Spring 2000 ACTEDS Plan.

c. By **2010**, all careerists selected for GS-11 and higher CP 11 positions will have earned a four-year undergraduate degree, completed mandatory government training and obtained required level certification as described in the Spring 2000 ACTEDS Plan.

Action Plan	I. Workforce Proficiency	Lead/ Assist	Planned Completion	Actual/ Revised
Incorporate Education Level, Training, and Certification Information into CP 11 management reporting data		Proponency Ofc	15 Jun 98	31 Jan 01
Set annual objectives through 2010 for meeting formal education, training, performance-enhancing-job-experience, and certification requirements		CP 11 Executive Council	31 Mar 01	
Report quarterly on formal education level, training, performance-enhancing-job-experience, certification, and accreditation level status of GS-14/15 selectees		Proponency Ofc	30 Jun 01	
Review annual objectives for 2002 & 2005 benchmarks (a&b)		Executive Council	30 Sep 01	
Report quarterly on formal education level, training, performance-enhancing-job-experience, certification, and accreditation level status of GS-11 ~ 15 selectees		Proponency Ofc	30 Jun 02	
Review annual objectives for 2005 & 2010 benchmarks (b&c)		Executive Council	30 Jun 02	

The Plan -- How We Will Succeed ...

Implementing the Vision

Performance Measures: *Quantity and Quality of the Candidate Pool, as Measured by Education, Training, Performance-Enhancing Job Experiences & Certifications*

II. SUCCESSION PLANNING

Strategic Objective 2. *By 2005, 75 percent of the total CP 11 population will be qualified for selection to the next higher level.*

Action Plan	II. Succession Planning	Lead/ Assist	Planned Completion	Actual/ Revised
Publish, distribute revised CP 11 Strategic Plan - Resource Management Publication/Workshops/Symposiums/Website		Proponency Ofc/ Executive Council	30 Sep 00	
Renew Leadership emphasis: ‘Task Force 2005’ to assess what if (1) 60% of today’s CP 11s are retired; (2) 60% of GS 5-11 jobs contracted out; (3) upper level FM presence cut 60%		(Designated) Executive Council Members	Semiannually at Executive Council Meetings	
Convert CP 11 ACCES knowledge ratings to new ACTEDS Plan knowledges		Proponency Ofc/ M&RA Cent Prog	31 Jun 01	
Establish CP 11 intern intake floor levels for TAA 11		Proponency Ofc/ Executive Council	31 Mar 01	
Track careerists’ rates of ACCES registration, education, training, affiliations, performance-enhancing job experiences, certifications, and accreditation levels		Proponency Ofc/ Executive Council	Semiannually at Executive Council Meetings	

Performance Measures: *Proportions of Multi-Skilled and Specialized Analysts in the Workforce*

III. SKILL COMPOSITION of WORKFORCE

Strategic Objective 3. *By 2002, the CP 11 Executive Council will define an ideal mix of Specialized and Multi-Disciplined Financial Analysts to accomplish the mission; and by 2005, the mix will be achieved.*

Action Plan	III. Skill Composition of Work Force	Lead/ Assist	Planned Completion	Actual/ Revised
Assess a range of simulation results from available Army civilian workforce forecasting models to project long-term CP 11 requirements		Proponency Ofc	Semiannually at Executive Council Meetings	
Compare model output to existing workforce composition		Proponency Ofc	31 Jan 99	30 Sep 01
Plan & set yearly objectives toward balancing the workforce		Proponency Ofc	30 Jun 99	30 Sep 01
Obtain Executive Council consensus on the yearly objectives		Proponency Ofc	Annually	30 Sep 01

The Plan -- How We Will Know When We've Succeeded...

Tracking the Mission, Vision and Action Plans



CP 11 Executive Council



This Strategic Plan is the vehicle bringing CP 11 into the 21st century. Changes to the past career program are in progress to meet challenges in the future. Tracking our progress is an essential part of the strategic planning process. Continuous and systematic review of the action plans is necessary to monitor progress in achieving the overall Vision. At its semiannual meetings and throughout the year CP 11 Executive Council will review the progress of these initiatives and validate each action.

What all CP 11 Careerists can do....



- Update ACCES and ACPERS (M-DCPDS) Data
- Expand Your Horizons
- Seek Education and Training Opportunities
- Provide Feedback
- Volunteer to Assist in the CP 11 Process



**Bottom Line: To Make the Plan Succeed,
Senior Leaders, Supervisors and Employees Must
Stay Personally Involved and Remain Dedicated.**

*Comptroller Civilian Career Program
Comptroller Proponency Office (SAFM-PO)
Rm 3D622 Pentagon, Washington DC 20310-0109
DSN 227-2729/2976 or (703) 697-2729/2976
E-mail: proponency@hqda.army.mil
Home page: www.asafm.army.mil*